

5 Year STRATEGIC PLAN FOR INDIANA'S CIP TRAINING GRANT (2006- 2011)						
Issue To Be Addressed	Activity	Responsible Person or Entity	Timeline	Interim Benchmark	Outcome	Indicator
Plan First Annual Summit on Children	Revised Meet with Indiana Judicial Center staff, CIP Executive Committee, Juvenile Justice Improvement Committee and Multidisciplinary Task Force to coordinate and plan the First Annual Summit on Children (completed)	CIP Grants Administrator	March- May 2007	Commitment to the project at the state level, collaboration of multiple disciplines		Courts, Task Force and other child welfare stakeholders support the project Contract with Convention Center and Hotel is signed
	Develop Pre-Summit Forms: * Pre-Summit Roundtable reports * Summit assessment forms * Post Summit Action Plans * Summit Evaluations (Completed)	CIP Grants Administrator	March through Oct, 2007	Planning		Forms developed
	Ask every judge with juvenile jurisdiction to convene a community pre-summit roundtable to include their DCS	Task Force Chair, Indiana Juvenile Justice Committee, Indiana Council of Juvenile and Family Court Judges, Chief Justice, CIP Grants Administrator	May, 2007- June, 2007[2] Follow-up notice in August 2007	Commitment to the project at the local level		Roundtables organized
	Roundtables to meet at least one time in each participating county (completed)	CIP Grants Administrator, Trial Court judges	Sept. 2007	Pre-summit work is completed		Roundtables meet
	Ask each roundtable to submit to the Indiana Judicial Center their pre-summit information. (completed) Ask each roundtable to select 3-4 delegates to send to the State Summit on Children. (Completed)	Trial court judges to submit to CIP Grants Administrator	Sept. 2007	See above		Pre-summit surveys are returned to IJC Teams are established and registered for Summit

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	Finalize logistics, presenters and agenda (completed)	CIP Grants Administrator, IJC Staff	September 2007	Planning		
	Summit Held (completed)	CIP Grants Administrator, IJC Staff	Dec. 14, 2007	Good attendance and meaningful participation		Majority of Counties present at summit
	County Action Plans submitted	Trial Judges	December 2007 thru January 2008	Participants follow up with good action plans for their counties		Plans submitted from local teams
	Analyze information received by counties for data collection needs, training needs and program needs (completed)	CIP Grants Administrator	January - March 2008	Information needed to plan for future training and programming and/or projects		Report information to task force
	Follow-up and support counties in implementing action plans through CIP grant application process; site visits (completed)	CIP Grants Administrator	Ongoing from January 2007 thru May 2008	Implementation of worthwhile programs or initiatives at the local level.		Courts submit applications for CIP sub-grants
	Evaluation of the Summit including consideration of plans for future Summits (completed)	CIP Grants Administrator, CIP Exec. Committee, Task Force	January 2008	Good participant response to evaluation and action plans submitted.		Counties continue Roundtable and act upon their plans
	Follow up with local teams (completed)	CIP Grants Administrator	February - March 2008	Site visits provide an opportunity to encourage CIP projects and initiatives		Local collaborative efforts result in improvement in the child welfare system
	New Plan future Summit or collaborative conference	CIP Grants Administrator, CIP Exec. Committee, Task Force	September 2009-June 2010			Well organized, executed and successful second Indiana Summit on Children or other collaborative conference
Organize Statewide, multi-disciplinary training event	Annual Juvenile Judges' Meeting held every June that traditionally includes only judges will take on a multi-disciplinary format in June,2008 (Completed)	CIP Grants Administrator	Feb-May, 2008	Collaboration between Courts and DCS to provide relevant training for both entities		Participants in the cross-training all implement the training they have received to make positive changes in their practice

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	Identify training needs; goals and objectives for the multi-disciplinary training in June, 2008. (Completed)	CIP Grants Administrator, Task Force, Indiana Judicial Center Staff, CIP Executive Committee	Feb-April 2008	Collaboration and Planning		Tentative plans for topics, themes and speakers
	Determine who in addition to the juvenile judges will be invited to attend. (Completed)	IJC Staff, CIP Grants Administrator, DCS Staff	Feb-April 2008	Planning Representatives from Courts and agency are included in the training opportunity.		List of conferees determined
	Finalize plans for training event (Completed)	CIP Grants Administrator IJC Staff	Feb-June 2008	Planning		Plans finalized, including logistics, speakers, agenda
	Multi-disciplinary training event (Completed)	CIP Grants Administrator, IJC Staff, DCS Staff	June, 2008			Attendance by trial judges and DCS staff
	Evaluation of training event (Completed)	CIP Grants Administrator IJC Staff	1-Jul-08	Good participant response as to the effectiveness and value of cross-training		Positive evaluations from a significant percentage of the conferees Ideas for future events generated
Develop training video on Termination of Parental Rights (TPR)	Development of a script or case summary for a termination of parental rights trial; draft petitions, exhibits, hand-out materials and develop an agenda for the day. (Completed)	CIP Grants Administrator, DCS Legal Staff	Jan. 2008	Plan for a day long training based on a simulated trial to be held in a juvenile court.	Plan is developed	A good plan and a timetable is established to complete the project.
	Arrange for a location and video taping of the mock TPR trial. Assign roles, determine who will included in the live audience. (completed)	CIP Grants Administrator, DCS Legal Staff	Jan. 2008		Plan is developed	

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	Hold the Mock Trial in Allen County Juvenile Court (completed)	CIP Grants Administrator	Feb. 2008			
	Participate in editing of the tape (completed)	CIP Grants Administrator	April, 2008 Revised April, 2008 - July			
	Distribute DVD to CASA, DCS and Courts to be used as a training tool		June, 2008 Revised December 2009			
	Facilitate additional mock trials at the request of individual courts.		as requests are received			
Develop training DVD on Youth in Foster Care	Development of a training DVD on the perspective of youth in foster care Update --DCS developed and produced the training DVD	CIP Grants Administrator DCS Permanency Coordinator DCS Training & Education Coordinator	April-Oct. 2008		Production of a DVD of youth in foster care relating their experiences in the child welfare system in Indiana	DVD is available and utilized by child welfare stakeholders as a training tool
Distribute pamphlet that explains the Children in Need of Services (CHINS) process	Update an existing tool for explaining the CHINS court process to parents (Completed)	CIP Grant Administrator Executive Director of IARRCA			Updated booklet entitled "In the Child's Best Interest" is reprinted and available for distribution [1]	Parents understand and are able to navigate the process
	Meet with the Director of IARRCA and DCS to discuss the updates to be made to the pamphlet. (completed)	CIP Grant Administrator Executive Director of IARRCA DCS Deputy Dir.	1-Apr-08			
	IARRCA to submit an application for a sub-grant along with a budget, letters of support from judges and a plan for evaluation (Completed)	IARRCA Exec. Director	May, 2008			
[1] In 1999 IARRCA created an informative publication for parents that explained the juvenile court process for CHINS cases in a very readable						
	Complete the updated version, including a Spanish translation and print copies for distribution	IARRCA Exec. Director	Oct, 2008			

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	Distribute to appropriate child welfare stakeholders	CIP Grants Administrator IARRCA Executive Director	October 2008 and ongoing Revised May 2009 and ongoing			
	Print additional copies as needed	CIP Grants Administrator IARRCA Executive Director	2009 and ongoing			
Educational Advocacy for Youth in Foster Care	Update and revise Education Advocacy Manual for use by child welfare stakeholders [2] (completed)	CIP Grants Administrator Executive Director, Youth Law T.E.A.M.	March, 2008			Current manual and training module regarding advocacy for children in special ed to be available for FCMs, courts, CASAs, foster parents and birth parents.
	<i>[2] Youth Law T.E.A.M. . Has developed a manual and conducted training for a number of years on educational advocacy for children in foster care. However, with</i>					
	Meet to discuss the project; updates needed due to changes in special ed law, goals and objectives, format, the audience for whom the manual and training will be directed (completed)	CIP Grants Administrator Executive Director, Youth Law T.E.A.M.	March 2008			
	Youth Law T.E.A.M. to submit an application for a sub-grant along with a budget, letters of support from judges and a plan for evaluation (completed)	Executive Director, Youth Law T.E.A.M.	May 2008			
	Revision of manual and training module developed (completed)	Youth Law T.E.A.M.	June-Sept 2008 Revised June 2008-December 2008			
	Make the training opportunity known to child welfare stakeholders (completed)		Sept.2008			
	Provide training on educational advocacy to courts, CASA's, DCS and birth parents.		Sept. 2008 through Sept. 2010			

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Regional, multi-disciplinary training on DCS Practice Reform	Plan regional training meetings on Practice Reform for judges, CASAs and attorneys. Include content, time and location for initial regional training. Establish a panel for the presentation, to include a trial judge whose county has implemented practice reform. Encourage judges to attend the training sessions (completed)	CIP Grants Administrator DCS Staff	March 2007	Collaboration between CIP and DCS Planning		Regional training meetings are planned and the agenda is established
	<i>[7] Indiana's DCS began its practice reform initiative in 2007 and continues to roll out those reforms in 2008. The DCS and CIP have been collaboratively training the</i>					
	Conduct regional training events (completed)		ongoing until all regions have been trained	Legal personnel attend regional training		Court personnel in regions 9 and 18 are trained
	Evaluate the initial training (completed)	CIP Grants Administrator DCS Staff	June 2007	Good participant response: * Need for and value of the training affirmed * Need for changes identified		Evaluations are submitted and indicating the value of the training and suggestions for needed modification, if any
	Trainings in regions 7 and 15 (completed)	CIP Grants Administrator DCS Training Staff	July 20 and August 10 2007	Stakeholders are informed of the date and content and register for attendance		Trainings held; good participation from the stakeholders
Collaborative Training	Schedule regular ongoing meetings with DCS Education and Training Staff to determine ongoing need for training for judges, court personnel and other child welfare stakeholders	CIP Grants Administrator DCS Training Staff	July 2008 and ongoing through July 2010	DCS and Courts collaborate on the regional level to meet the training needs of the regions.		Planning Meetings are held
CFSR/PIP	Participation in the PIP process, identifying those areas needing improvement that impact the courts (completed)	CIP Grants Administrator	May 15, 2008 is the first PIP meeting after the receipt of the final report			
	Encourage judicial participation in the PIP (completed)		May-June 2008			

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	Identify training needs based on results of CFSR/PIP and complete the plans for training including content, instruction and delivery. Determine who the trainers/instructors will be and what locations and times are most convenient and conducive to good participation	DCS staff CIP Grants Administrator Task Force	Ongoing from May 2008 through 2010 Revised January 2009 through 2010	Relevant training modules are developed in a format and for a forum that is convenient is available to court personnel and DCS staff		Training needs are identified and modules are developed.
Local Training	Local training events sponsored by trial court judges in their counties Revised Provide sub-grants for training events or programs that meets local needs	Trial Judges and their Roundtables Revised CIP Executive Committee	2008-2011	CIP training grant funds utilized to meet local needs for training in a convenient and affordable format.	Cross-Training for all stakeholders geared to local needs Training transfers to practice.	All stakeholders have an opportunity to participate in training transfers to practice.
	Establish eligibility criteria for training grants proposals (completed)	CIP Grants Administrator CIP Executive Committee	May, 2008	Criteria for awarding training sub-grants is established--to include an agreement to do an evaluation.		Application process is ready to begin.
	Accept Grant Proposals, Evaluate and make sub-grant awards	CIP Grants Administrator Trial Court Judges & Staff Revised CIP Grants administrator, CIP Executive Committee	Sept-Oct yearly	Sub-grant proposals submitted to CIP Grants Administrator	Local trainings are possible through CIP funding	Best Practices in all juvenile courts
	Follow-up on sub-grants through program reports, including results of the evaluations.	Sub-grantees submit reports to CIP Grants Administrator.	Within 6 months of the local training event	Evaluation completed, submitted and reviewed.	Effective trainings at the local level.	Best Practices in all juvenile courts.
Judicial Training	Annual Juvenile Judges Conferences to Include training on such topics as Child well-being, permanency, Safety, ICPC, CFSR/PIP, and other relevant child welfare topics designed to support the educational needs of judicial officers	IJC Staff Revised Indiana Judicial Center Staff, CIP Grants Administrator	New annually			

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Judicial Training for Newly Elected Juvenile Court Judges	New Judge Orientation Emphasize... * Judicial shared responsibility * Juvenile Courts as problem solving courts * CIP awareness	CIP Grants Administrator	As Needed			
Court Personnel Training	Provide support for CIP, court staff and juvenile judges to participate in appropriate training opportunities on the national level.	CIP Grants Administrator	Ongoing from 2007-2010			
Provide Spanish training to court personnel	Make Spanish classes developed through collaboration with Indiana Supreme Court and Ivy Tech Community College available to juvenile court personnel/DCS staff, and to CASA's who might not otherwise be eligible.	CIP Grants Administrator Indiana Judicial Center Staff	Ongoing	Eligible persons apply for participation in the classes.	Court personnel who need to communicate basic information regarding court proceedings can develop the skill to interact with Spanish speaking families.	Enough people registered to form a class.
	Contact CASA programs that are independent of courts regarding the program	CIP Grant Administrator	Jan 2008-- Marion County; March, 2008 LaPorte County Ongoing thereafter			
	Provide application forms, process the forms for enrollment	CIP Grants Administrator Indiana Judicial Center Staff	Ongoing	Eligible persons enroll		Minimum number of enrollees apply
	Coordinate with Ivy Tech to fill classes	Indiana Judicial Center Staff, IVY Tech Staff	Ongoing	Eligible persons will complete the classes		Classes are formed
	Classes conducted at regional campuses		Ongoing			Classes are completed
Multi-Disciplinary Training-Youth In Transition	Exploration of ways of providing Information to youth in the system regarding their rights, permanency options and opportunities for transition from foster care.	CIP Grants Administrator, Task Force	Oct. 2009 Revised 2010	Agenda Item for meetings in Oct. 2009. Revised Agenda item for meetings in 2010	Youth for whom the permanency plan has been long term foster care and are close to aging out of the child welfare system will have information necessary for their transition into independent living.	Youth make the transition from foster care to independent living with the information they need readily available.

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	Research and review materials or tools that other jurisdiction have developed. Present to Task Force.	CIP Grants Administrator	Nov. 2009 Revised 2010	Agenda item for Dec. 2009 Revised Agenda item for 2010	Task Force is informed and has examples to replicate if appropriate	
	Development of a plan: contract with a provider or develop a tool in house? Identify the best format; determine content.	Task Force Chair Indiana Juvenile Justice Committee Indiana Council of Juvenile and Family Court Judges Chief Justice CIP Grants Administrator	By Feb. 2010 Revised 2010	Agenda Item for monthly meetings in Dec-Feb. 2009 Revised monthly meeting in 2010	Plan is complete and ready to implement	
	Locate a contractor to develop the instrument or tool.	CIP Grants Administrator	By April 2010 Revised 2010			
	Tool is ready for review and edits	CIP Grants Administrator Task Force	June-Jul 2009 Revised 2010			
	Tool is completed and ready to publish	Contractor	Sept-Oct 2010 Revised 2010			
Evaluation of CIP Training Grant	Contract with a provider to evaluate the use of CIP training grant funds in sub-grants and the effectiveness of the statewide and regional initiatives offered under the training grant.	CIP Grants Administrator CIP Executive Committee	Sept. 2010	Contract with provider signed	CIP has information about the impact of the sub-grants on the improvement of practice and procedures in juvenile courts	Evaluation completed
	Evaluation is completed and measures improvement or change in practice, if any in those counties that have received training grant sub-grants.	Contractor	Sept. 2011	Evaluation completed	Counties that have been the recipients of training sub-grants will have made identified changes in practice and procedure resulting in better outcomes for children and families involved in the child welfare system.	Indicated in the evaluation.
	Additional needs have been identified	Contractor	Oct.-Nov. 2011	Evaluation is completed and distributed	Remaining gaps in training needs will be identified.	Indicated in the evaluation.